Action Plan: College of Registered Psychiatric Nurses of Manitoba

In response to the Fairness Commissioner's recommendation in the 2016-17 Registration Review, CRPNM proposed the following action:

Progress Opportunities	Action Plan	Anticipated Completion Date	Status as of June 2018	Update
1. Explore the feasibility of developing assessment strategies to better assess competence and recognize qualifications evident in professional work experience.	The CRPNM recognizes that there might be occasions where an assessment of the applicant's academic preparation is insufficient or impossible. The CRPNM further recognizes that clinical competence assessments compliment the assessment of academic preparation. The psychiatric nursing profession does not currently have standardized and validated clinical competence assessment tool and, given the size of our profession and the relatively low number of applicants in Manitoba, the development of such tools could only be achieved in partnerships with other regulatory organizations or educational institutions locally or nationally. The recently updated, and national, entry level competencies are an enabler to this type of development and the CRPNM has been exploring some potential options. There have only been preliminary discussions to date. Longer term discussions need to consider, among many other things, the sustainability of such a model. The CRPNM will continue to examine the issues and to explore possible options over the long-term.	Long-term	Complete and ongoing	In British Columbia, the Nursing Community Assessment Service (NCAS) offers a competency assessment for psychiatric nurses as well as the two other nursing professions. CRPNM can refer applicants to this assessment. There are no further plans to develop a competency assessment for psychiatric nursing in Manitoba or nationally, currently. Since late 2015, the advisory reports provided by the National Nursing Assessment Service (NNAS) are proving helpful for CRPNM to make more informed assessments of academic qualification. In turn, this supports better recognition and less academic upgrading for applicants. The RPN-NNAS assessment tool is being updated. A sample of the Canadian psychiatric nursing program curriculum and the profession's entry-level competencies are being used to update the assessment criteria. To date, CRPNM has not had any applicants assessed by the BC Nursing Community Assessment Service. This has been made available to applicants who have been assessed as not comparable. With its improved assessments and remedial opportunities, this resource may not be necessary or practical as it requires that the applicant is in Canada.

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2. Research into communication issues in the workplace to ensure the right language proficiency policies and supports are in place.	The CRPNM recognizes that language proficiency as foundational to workplace communication. Research needs to be completed at the workplace to determine the communication issues that exist. To that end, the CRPNM has initiated discussions with the OMFC as to where opportunities might exist for collaboration with other organizations and about who might provide the expertise required for this type of research project. The CRPNM continues to work with the National Nursing Assessment Service (NNAS) and the other Canadian nursing regulatory bodies, to ensure the language proficiency requirements and processes are appropriately communicated to the applicants.	Long-term	On going	In early 2018, a working group of the three Canadian nursing professions was established to review language proficiency requirements. A jurisdictional scan is underway. Funding proposals and benchmarking are under consideration, including the benchmarking of the profession of psychiatric nursing.
3. Work towards developing a robust and comprehensive data base of registration process and outcomes to better inform actions.	The CRPNM is working with the National Nursing Assessment Service (NNAS) and the other Canadian nursing regulatory bodies to identify the data elements required to develop a comprehensive applicant database.	Medium-term	On going	CRPNM will continue to work with NNAS and Canadian nursing regulatory bodies to develop a comprehensive data base of registration process.